



# JSEC Newsletter

February 2014

Glendive Job Service ♦ 211 South Kendrick

Office 377-3314 ♦ Fax 377-5831



*Contact Job Service for all your business needs.*

## JSEC Offers Employer of Choice Awards

The Glendive Job Service Employer Committee would like to recognize businesses that create great workplaces in our community by presenting them with the Employer of Choice Award. The Glendive JSEC will recognize two employers: an employer with between 2-24 employees; an employer with 25 or more employees.

- Are you employed by an Employer of Choice?
- Are you an enthusiastic employee because you are fully engaged at work and your employer brings out the best in you?
- Does your employer provide innovative workforce solutions for training, increasing employee participation and increasing employee motivation?
- Do you know of a business in your community that has done something exceptional for its employees and / or the community?

Tell us your story by nominating your business OR forward the information to someone who works for a business you feel is an Employer of Choice. We want to hear what

businesses in the area are doing to create great workplaces, and we want to recognize those businesses!

Some criteria which you may want to consider in your nomination process are:

- Does the business offer employee benefits programs, and/or employee-centered initiatives such as wellness programs?
- Does the business offer employee training (the active development of employee skills, knowledge and education for both present and future benefit to the organization and community)?
- Is the business involved in the community and/or hold itself to the standard of serving as a community role model?
- Does the business strive to offer excellent customer-service practices and a corresponding service-centered philosophy?
- Does the business engage in consistently ethical business practices?
- Do you feel that this business helps to serve the community, and that working there helps

you to serve the community as well?

Applications will be held for three years, and will be considered for three years past their submission (for example, 2014 applications will also be considered in 2015, 2016 and 2017).

**Nominations are due on March 5, 2014.**

Link to electronic files on local Job Service website:

<http://wsd.dli.mt.gov/local/glendive/localbuzz.asp>

Please email completed nomination form to: [dhandran@mt.gov](mailto:dhandran@mt.gov)

Or mail to:  
Glendive JSEC  
c/o Darla Handran  
211 S. Kendrick Ave.  
Glendive, MT 59330

## Nominate Your Business Today

## JSEC Offers Scholarships to Area HS Seniors and DCC Students

If you know a high school senior in Circle, Glendive, Richey or Wibaux who is planning to attend Dawson Community College this fall, please share this information with them and encourage them to apply for a JSEC Scholarship. The deadline is fast approaching!

The Glendive JSEC offers scholarships of \$500 to graduating seniors, Class of 2014, who intend to further their education at Dawson Community College fall semester following graduation. Winning applications will be submitted for consideration at the state level, to the Montana State Employer Council,

which offers the annual \$500 Fred Unmack Memorial Scholarship.

High school seniors in Circle, Glendive, Richey & Wibaux should contact their guidance counselor for the specifics.

JSEC has also expanded the scholarship by offering a \$500 award to a current Dawson Community College student who plans to return to DCC fulltime for the 2014-2015 academic year. The additional scholarship allows JSEC to assist a student to stay in college and complete his or her education at DCC, and to provide added support

of the College. Preference is given to a previous JSEC recipient and/or current resident of Dawson, McCone or Wibaux Counties.

DCC students should download the appropriate scholarship application packet from the college website <http://www.dawson.edu/future/scholarships>, follow instructions and submit the required materials to the Financial Aid office, postmarked no later than March 15, 2014.

## Eastern Montana Veterans Stand Down Returns to Glendive

The Eastern Montana Veterans Stand Down has come full circle and will be back in Glendive this year! The event's primary focus is to connect Homeless or At Risk Veterans with Services to assist them with their daily struggles. However, the Stand Down is open to all those who have served.

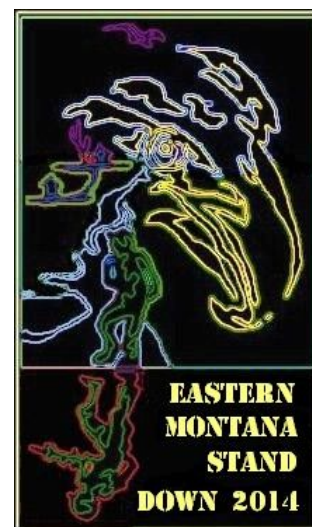
If you would like to volunteer, make a donation, or be part of the planning committee, please contact Shannon Kadrmas at the Glendive Job Service - 406-377-3314 ext 205.

Eastern Montana Veterans Stand Down

Dawson County Fairgrounds

September 13, 2014

9 a.m. - 3:00 p.m.



## Unemployment Rates

MT	U.S.
5.4%	6.5%

County Unemployment Rates	
Dawson	2.9%
McCone	2.7%
Wibaux	3.4%

December 2013 Information  
Unemployment Rate/  
Non-Seasonally Adjusted

As a general rule, the monthly employment and unemployment numbers reported in the news are seasonally adjusted data.



## Employer of Choice Award Guidelines

### What makes your organization a great place to work?

Employers use a variety of methods to attract and retain people. Staff may be supported to:

- ♦ Work flexibility
- ♦ Balance work & family life
- ♦ Employee retention
- ♦ Offer challenging & rewarding careers
- ♦ Contribute new ideas
- ♦ Communicate effectively
- ♦ Maintain & promote good health
- ♦ Community involvement
- ♦ Strong leadership skills
- ♦ Competitive wages & benefits

### Entry process and judging

All entrants will be notified of receipt of their entry.

Entries will be judged by a panel comprising of JSEC members and Job Service personnel.

The 2014 Employer of Choice winners will be announced prior to April 1, 2014.

The judging panel will select the winners of the 2014 Employer of Choice Award based on its decisions on written entries and site visits.

### Terms and conditions of entry

- All entry documentation must be received by the committee by **5:00 pm on March 5, 2014**. Late entries will not be accepted.
- Members of the judging panel are ineligible to enter.
- Entries and supporting materials will not be returned to entrants.
- All materials submitted will be used for the purpose it is intended and will not be circulated. No material relating to the entry will be publicized without prior approval.
- Winners in each category will be entered into the State of Montana's Montana State Employers Council Employer of Choice Award to be announced at the State MSEC/JSEC conference in June, 2014.

### Assistance in completing the entry

If you require any assistance in completing your entry, please do not hesitate to phone Glendive Job Service at (406) 377-3314 or email [dhandran@mt.gov](mailto:dhandran@mt.gov).

## Employment Posters - FREE

**Required employment posters are available at no cost!**

**Posters required by federal law to be posted in each worksite:**

- Equal Employment Opportunity
- Family Medical Leave Act (employers with 50 or more employees)
- Federal Minimum Wage (must be dis-

played on an employee bulletin board)

- Job Safety and Health (OSHA)
- Polygraph (does not apply to public employers)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

The large **5-in-1 poster** (available through the

Glendive Job Service) incorporates the 1st five required postings listed above. June 2013 is the most recent publication date and includes all current language. USERRA is required in addition to the 5-in-1. The publication date of July 2008 is the most recent version of USERRA.

**Other "posters" required by Montana law to be posted on an employee bulletin board:**

- Proof of Unemployment Insurance Coverage
- Proof of Workers' Compensation Coverage

These two documents are only available through the agencies providing your coverage.

**Do not pay for labor law posters!** Call Job Service at 377-3314 or stop by 211 S. Kendrick Ave.

### JSEC Members

Pat Cunningham  
Dawson Community College

Joetta Percy, JSEC Vice-Chair  
Glendive Medical Center

Stacey Stanfill  
BOSS Office

Ross Farber  
Glendive School District

Carlana Quinn  
HKT Big Sky Motors

Kim Trangmoe, JSEC Chair  
Astoria Hotel & Suites

Mel Herring  
First American Title Company

Barb Roehl  
Mid-Rivers Communications

Tim Wall, JSEC Treasurer  
American Bank Center

Lonnie Cross  
Job Service Manager

Jerry Jimison  
City of Glendive

Teresa Schulte  
Dawson Community College

Darla Handran  
JSEC Coordinator & Newsletter Editor

<http://glendivejobs.mt.gov>

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**Interested in becoming a member of JSEC?**

**Call JSEC Chair, Kim Trangmoe at 377-6000 or any JSEC member.**